

## Guide to Collective Bargaining Agreement Provisions

A general summary of these provisions is available in your MI HR Information account at <https://mihinfo.state.mi.us/>

Current Collective Bargaining Agreement Language may be reviewed on the Office of the State Employer website at <http://www.michigan.gov/ose>.

| Paid Leave                               | AFSCME | MSEA | UAW | HSS               | MCO | Tech | S & E | MSPTA  | Civil Service |            |
|--|--------|------|-----|-------------------|-----|------|-------|--------|---------------|------------|
|  |        |      |     |                   |     |      |       |        | Rule          | Regulation |
| Annual Leave                             | 16B    | 39   | 39  | 16.1<br>22.k      | 28  | 25.2 | 21    | 30     | 5-10.2        | 5.09       |
| Emergency Annual Leave                   |        |      |     |                   | 28J |      |       |        |               |            |
| Personal/Additional Leave                | 22P.3  | 43O  | 43F | 22.14<br>App. D-1 | 28K | 25.5 | 21J   | 30A.8  | 5-10.2        | 5.09(B)    |
| School and Community Participation Leave | 22FF   | 16E  | 50D | 22.32             |     | 25.7 | 21L   |        | 5-10.2        | 5.09©      |
| Sick Leave                               | 16A    | 40B  | 40B | 16.3              | 29  | 25.1 | 22    | 27; 31 | 5-10.2        | 5.10       |
| Annual Leave Donation                    | LoU    | 39L  | 39L | 16.5              | 28L | 25.6 | 21K   |        |               | 5.09(A)(9) |

**Note:** Be sure to read entire contract article. Contact the MI HR Service Center\* at (877) 766-7447, your Human Resources office or your union for more information.

\* Secretary of State, Attorney General, Legislative, and Judicial employees should contact their agency HR Offices for assistance.

| Unpaid Leave  | AFSCME | MSEA          | UAW                           | HSS   | MCO | Tech                            | S &E | MSPTA | Civil Service |             |
|---|--------|---------------|-------------------------------|-------|-----|---------------------------------|------|-------|---------------|-------------|
|   |        |               |                               |       |     |                                 |      |       | Rule          | Regulation  |
| Family Medical Leave Act  | 17C.5  | 16;LoU        | 16C.2;<br>40B;<br>50A;<br>LoU | LoU   | 19F | As<br>provided<br>by the<br>Act | 23K  | 28B.4 |               | 2.03 (4)(E) |
| Medical Leave of Absence  | 17C.2  | 16C.1<br>12E2 | 16C.2                         | 16.4  | 19E | 18.5                            | 23E  | 28B.1 | 2-12.5        | 2.03 (4)(D) |
| Parental Leave of Absence                                       | 17C.4  | 16C.6         | 50A                           | 16.4  | 19J | 18.9                            | 23I  | 28B.2 | 2-12          | 2.03 (4)(F) |
| Voluntary Work Schedule<br>Adjustment Program, Plans<br>A and C |        | LoU           | 14K                           | 20.14 |     | 17.9                            | 19.H |       | 5-2.3         |             |
| Family Care   |        |               | 50B                           |       |     |                                 |      | 28B.3 |               | 2.03 (4)(E) |

| Hours of Work &<br>Scheduling | AFSCME | MSEA                             | UAW   | HSS          | MCO | Tech | S &E  | MSPTA  | Civil Service |            |
|-------------------------------|--------|----------------------------------|-------|--------------|-----|------|-------|--------|---------------|------------|
|                               |        |                                  |       |              |     |      |       |        | Rule          | Regulation |
| Alternative Work Schedules    | 15M    | 14K,                             | 14K   | 15.8         | 16L | 17.8 | 19G   | 18D    | 5-2.1         |            |
| Job Share                     |        |                                  | 51    |              |     |      |       |        |               |            |
| Hardship Transfers            |        | L & T<br>13E.8<br>S & R<br>13C.4 | 13C.4 | 14.5<br>14.6 |     |      | 13C.5 | 13.4.a |               |            |

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